



STATE OF INDIANA  
OFFICE OF THE GOVERNOR  
State House, Second Floor  
Indianapolis, Indiana 46204

Mitchell E. Daniels, Jr.  
Governor

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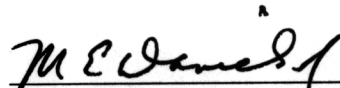
## GOVERNOR'S POLICY STATEMENT

The State of Indiana is committed to recruit, select, develop, and promote employees based on individual ability and job performance. Our policy is to provide equal employment opportunity to all people in all aspects of employer-employee relations without discrimination because of race, color, religion, sex, national origin, ancestry, age, disability, or veteran status. We will comply with the spirit as well as the letter of applicable state and federal law.

In addition, sexual orientation and gender identity shall not be a consideration in decisions concerning hiring, development, advancement and termination of civilian employees. Further, we will strive to maintain a working environment free of sexual harassment and intimidation.

We commit ourselves, the member(s) of the executive staff, the agency heads and the entire management team throughout state government to move toward ever more progressive affirmative action in state employment. Employment decisions will be made in a manner that will advance the principles of equal employment opportunity and affirmative action.

In order to ensure this expectation is carried out, I direct all appointing authorities to place affirmative action on their list of agency priorities. In addition, I charge the Director of State Personnel to develop and maintain the necessary programs, record, and reports to comply with laws and regulations and with the goals and objectives of equal employment opportunity and affirmative action programs.

  
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Mitchell E. Daniels, Jr., Governor

4/26/05  
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Date